Topic: Definition of Human Resources

Human resources (HR) refers to the department or function within an organization that is responsible for managing and overseeing various aspects related to its employees. HR is involved in recruitment, hiring, training, performance management, employee relations, benefits administration, and ensuring compliance with employment laws and regulations. The primary goal of HR is to attract, develop, and retain a skilled and motivated workforce to support the organization's objectives.

HR plays a key role in helping companies deal with a fast-changing business environment and a greater demand for quality employees in the 21st century.

HR departments also handle employee compensation, benefits, and terminations.

Human resource management (HRM) strategies focus on actively advancing and improving an organization's workforce with the long-term goal of improving the organization itself.

HR departments must keep up to date with laws that can affect the company and its employees.

Many companies have moved traditional HR administrative duties such as payroll and benefits to outside vendors.

Managing and using people effectively

Tying performance appraisal and compensation to competencies

Developing competencies that enhance individual and organizational performance

Increasing the innovation, creativity, and flexibility necessary to enhance competitiveness

Applying new approaches to work process design, succession planning, career development, and interorganizational mobility

Managing the implementation and integration of technology through improved staffing, training, and communication with employees.